

DIRECTORATE GENERAL, C.R.P.F.
BLOCK NO.1, C.G.O. COMPLEX, LODHI ROAD, NEW DELHI-110003

No. T.9/I-Pers

Dated, the 24 Nov' 2014

STANDING ORDER NO. - 07/2014

Subject: **TRANSFER POLICY FOR GOs (EXECUTIVE) AND MEDICAL OFFICERS**

INTRODUCTION:-

In a milieu of rising expectations and ever increasing operational responsibilities, the transfer policy of GOs including Medical Officers assumes great importance. Though the organisational goals and the individual needs are at variance, there is a requirement to evolve a policy which meets both aspects. The policy, therefore, has to be balanced, pragmatic, and transparent and to cater to the organisational and individual needs as well. The underlying objective of transfer is job rotation and job enrichment and it has to be in public interest. Keeping in view the above objectives, the following guidelines are laid down in supersession of guidelines issued vide Standing Order No 04/2014 dated 10/02/2014, which will, henceforth, be followed scrupulously.

2. THE MAIN FEATURES OF THE POLICY ARE:-

- i) Transfer policy should be followed strictly in letter and spirit in a transparent manner without any bias.
- ii) Posting/Transfer should be impartial and based on the past posting particulars of an officer.
- iii) Normal tenure from Asstt Comdt to DIG would be 03 years. No officer should be allowed to continue for more than a period of 03 years at a stretch except Training Institution/Intelligence Set-up/Parliament Duty Group/ Special Duty Group/Signals/Legal Cells and CoBRA. The tenure of officer posted in Training Institution/Intelligence Set-up/Parliament Duty Group/ Special Duty Group/Signals/Legal Cells and CoBRA would be 04 years.
- iv) Officers who are posted in locations at Category-"A" shall be given posting at soft/choices location only after completion of normal tenure. The officers posted in locations at Category - "B" shall be considered for soft/choice posting only after accommodating officers posted in locations at Category-"A" i.e. preference for choices/soft posting shall be given to officers posted in locations at Category-"A".
- v) Area wise categorization of units will be updated/reclassified by Ops Dte. every year by 01st March as per present requirement in the categories as per Annexure-"A".
- vi) **Generally posting of offices should be:-**
Category – "A" unit locations ↔ Other Categorized locations
- vii) In case more than one officer applies for the same place, priority will be as follows:-
 - a) Not availed posting to the place before.
 - b) Number of years spent outside after last posting to same station and served in Category-"A" unit locations and other Categorized locations.
 - c) Ranking of unit as per deployment.

- viii) First posting of DAGO / DEGO should invariably be to Category-“A” unit locations and if vacancy not available then other categorized locations. Their services in the field will be utilized by unit immediately on completion of their Army Training/CIAT/Training at ANTS.
- ix) Training Institutions, O/O Special DsG, Addl. DG, IsG, DIsG, Dte. Genl., RAF, Signal Bns, CWS, AWS, SWS, MWS, Special Duty Group, Parliament Duty Group and Group Centres will be treated as static posting for the purpose of transfers. All deputations will also be treated as static posting.
- x) For the purpose of posting, the deployment of unit locations of CRPF has been broadly categorized as per Annexure-“A” (Categorized as A, B and C) and remaining offices/establishments will be treated as static formation.
- xi) All officers up to the rank of Comdt on promotion should compulsorily be posted to duty Bn in order to complete Mandatory Field Service so as to become eligible for next promotion. However, if officer posted to static/peace area after completion of full tenure in Category-“A” unit locations will be allowed to remain in the same area on promotion till completion of normal tenure as far as possible subject to availability of vacancy.
- xii) Cooling off period will be six years for posting to the previous place of posting.
- xiii) Officer on promotion and repatriation from deputation should be first posted to Field Area of Category-“A” unit locations. In case there is no vacancy in Category-“A” unit locations then to other categorized unit locations.
- xiv) Husband and wife serving in the Force shall, as far as possible, be considered for posting to same or nearby place/station alternately peace and hard area, but within the constraints of administrative and operational feasibilities.
- xv) Further, in order to identify the choice posting availed by the officer, the same should be indicated in the transfer order itself for a quick reference in future and it should be entered in PIS data.
- xvi) For promotee officers, the static/peace posting availed by them in the NGO rank will also be taken into consideration for deciding further static/peace posting.
- xvii) Cut off date for Reckoning tenure for transfer would be 31st March.
- xviii) Transfer applications shall be routed through concerned Sector/Zonal HQrs only with their recommendations.
- xix) All transferees whose transfer is ordered by Dte. Including promotion should be relieved within 20 days from the date of issue of the transfer order, so that the transferees join the new Unit/Office on due date after availing admissible joining time. In case, a transferee has represented against his transfer Units and Sectors will process it without delay and in case no reply has been received on his representation from the competent authority who issued the transfer order, the transferee should invariably be relieved within the above said stipulated time of 20 days irrespective of the fact whether decision on his request has been received or otherwise from the higher authorities.
- xx) Officers posted on request to particular disturbed home state will be treated as having availed peace/static posting after completion of tenure.

- xxi) All DAGOs/DEGOs will have to complete a minimum of 3 years of service in the field Units before they could be considered for posting to static institutions/ attachment with Dte. Genl or for deputation to NSG/SPG.
- xxii) On completion of deputation, special assignments like posting to Training Institutions, Intelligence Set-up, Special Duty Group, Parliament Duty Group/Signals/Legal Cells/RAF and GC etc., the officer should be posted to Category-"A" unit locations. In case, officers who have completed 3 years service in Category-"A" unit locations are not available for transfer out, the officer having longest stay in the rank may be shifted from the area and the officer reported on repatriation/completed tenure in static institutions be posted to the place.
- xxiii) Similarly, Officer temporarily moved out of the Bn on compassionate/medical ground on completion of the given period should be posted to a field unit.
- xxiv) Attachment period of officers of more than 3 months with static institutions shall be treated as static posting.
- xxv) As far as possible these newly appointed Medical Officers will be posted to station/nearby area of their choice for at least one year. On completion of one year they may be posted anywhere in the country.
- xxvi) Attachment of Medical Officer with field unit for more than 03 months shall be excluded from the static tenure.
- xxvii) Transfer of officers against whom disciplinary action is reported or is found to be incompetent in Ops field which is a detrimental factor to the discipline of the Force should be considered prematurely. Exigency of administrative/ operational requirement of the force and complaints on any account that merits and attract any attribute of indiscipline act shall be taken in to consideration.
- xxviii) Tenure of officers posted in new raising establishments where permanent basic infrastructure including family accommodation is not available, will be treated as hard area tenure under Category-"A" unit locations up to 02 years from the date of their initial raising.
- xxix) The transfer policy will not effect the monetary benefits admissible to officer/men in specialized units/ units deployed in certain area.

COMPETENT AUTHORITY TO TRANSFER:-

- i) Transfer of Technical officers of all ranks of Signal Group Centre/Bns, CWS, AWS, SWS, MWS etc., would be done centrally by the Directorate General after getting comments from respective IsG.
- ii) Transfer of officers of the rank of 2-I/C and above will be done by the Dte. General.
- iii) Request for Inter Zone/Sector Transfer in respect of ACs and DCs will be considered by the Dte. Genl. Further, Dte. General can also issue transfer order of Asstt. Comdt and Dy. Comdt as per requirement and on case to case basis.
- iv) Transfer up to the rank of Dy. Comdts will be decided by the Zones within their Zone.
- v) Transfer up to the rank of Dy. Comdts will be decided by the Sectors within their Sector.

- vi) Transfer of Medical Officer up to the rank of CMO (SG) excluding Specialists and GDMO with PG qualification will be decided by the Directorate General.
- vii) Transfer of Intelligence officer/Law officer within Zone/Sector up to the rank of Dy. Comdts will be decided by respective Zone/Sector in consultation with Intelligence /Law Directorate.

4. TERMINAL POSTING:-

Terminal posting of 02 years to the requested place will be considered on case to case basis, if vacancy is available and posting at such place not availed during last four years.

5. TIME SCHEDULE FOR SUMMER CHAIN TRANSFER (SCT)

Annual change-over of officers will be ordered as per the schedule given below:-

i) By Dte. General

2-IC/Comdt/ DIG = By 01st March
(Including SCT of ACs & DCs)

Tech. Officers all ranks = By 01st March

Officers of all ranks in Trg. Instns/Spl.Duty Group = By 01st March

By Zone/Sectors:

ACs and DCs = By 01st April

6. Director General reserves the right to relax one or more of the above guidelines, at his discretion on administrative or operational grounds.

Sd/-21/11/2014
**(DILIP TRIVEDI), IPS
DIRECTOR GENERAL**

T.9/I-Pers-I

Dated, the 21 Nov' 2014

Copy forwarded to:-

01. The Spl. DG J&K /Central/NE Zones.
02. The Addl. DG South Zone.
03. The IsG of all Sectors including Ops Sectors.
04. The Director, ISA, CRPF Mt. Abu/CRPF Academy Kaderpur.
05. The IG(Medical) Composite Hospitals, CRPF, New Delhi/Hyderabad/Guwahati/Jammu.
06. The Range DIsG, CRPF (Including Ops Ranges).

07. The Principals/DIsG, CTCs/RTCs/CIAT Schools/CTC T&IT.
08. The DIsG, GC, CRPF and CWS-I/II/III.
09. The DIsG(Medical), 50 Bedded CHs at location.
10. The Commandants, all Battalions, CRPF at locations(including Signal Bn and SDG).
11. The OsC, all AWSs/CWSs at location.

Sd/-21/11/2014

(M.C. PANWAR)
DIG (PERS) DTE

Internal

1. Sr. PS to DG
2. Sr. PS to ADG(HQ)/ADG(Works/ADG(Trg)
3. All IsG at Dte. Genl./FA/Dir(Med).
4. All DIsG at Dte. Genl./Dy.FA/PRO/CRO/SO(Adm)/Accts/IT Wing
5. Master folder/ All DA Pers Branch.